

Snowmass Early Career Survey Results

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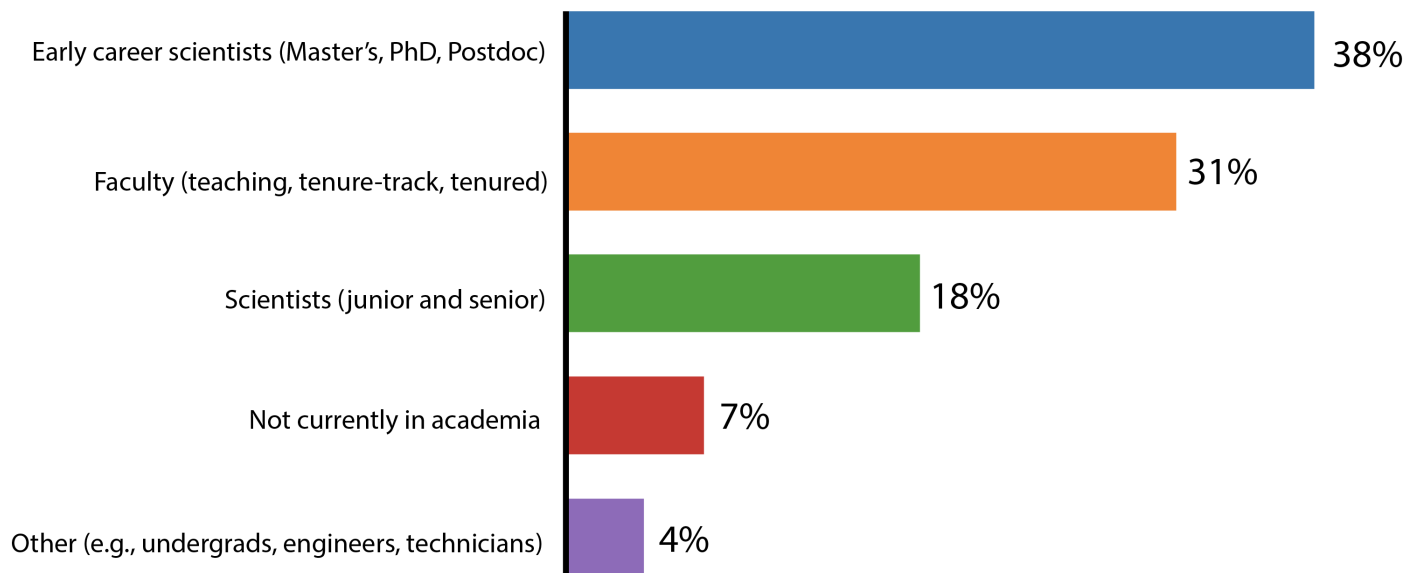
Rutgers University

For the Early Career Survey Team

Career Stages

- Most (93%) respondents reported being currently in academia.

Career breakdowns for 2021 Snowmass Community Survey

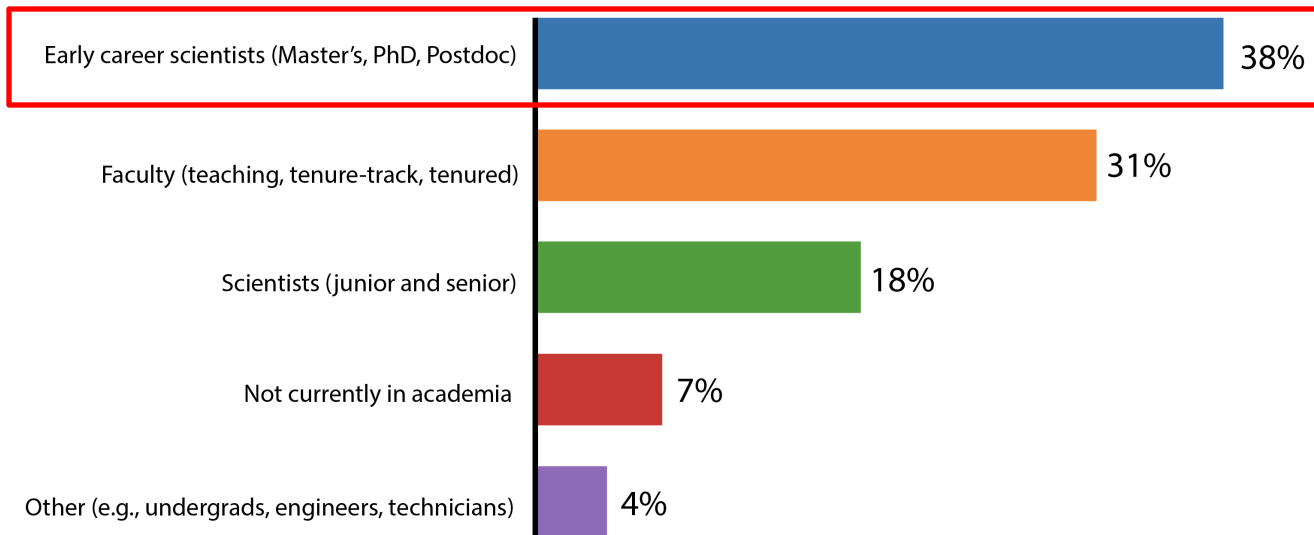


*Not pictured: prefer not to answer, no response to career question

Early Career

- We define “early career” as master’s and PhD students, and postdocs.
 - 52.4% postdocs, 45.8% PhD students, 1.8% master’s students
- A majority work in universities, followed by national labs.

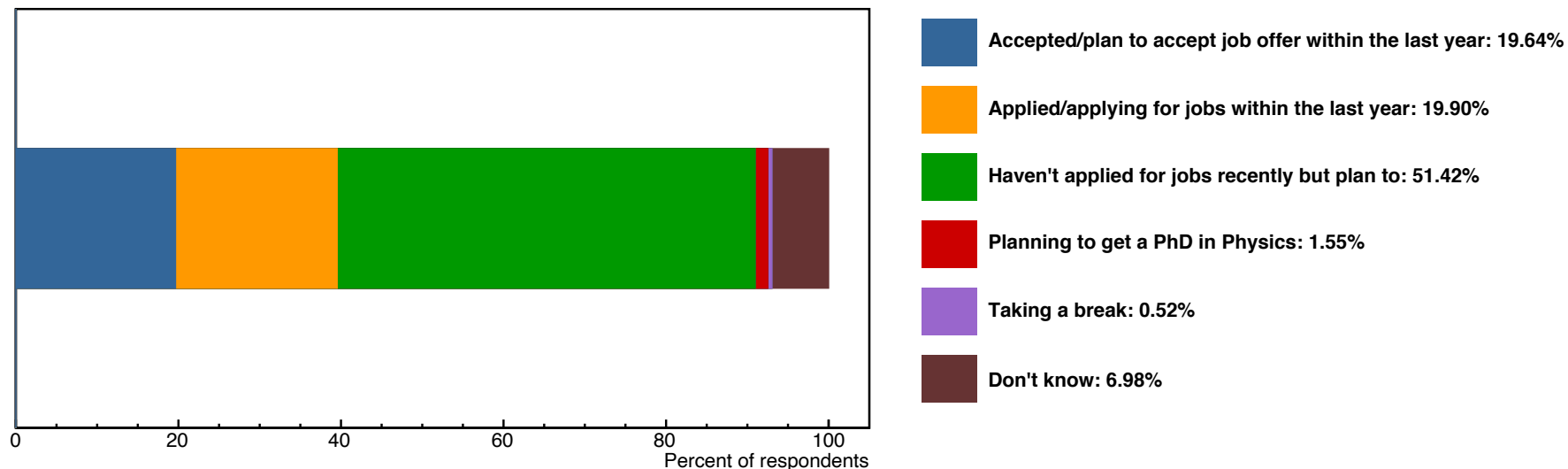
Career breakdowns for 2021 Snowmass Community Survey



Early Career: Next Steps

- Mixture of next steps

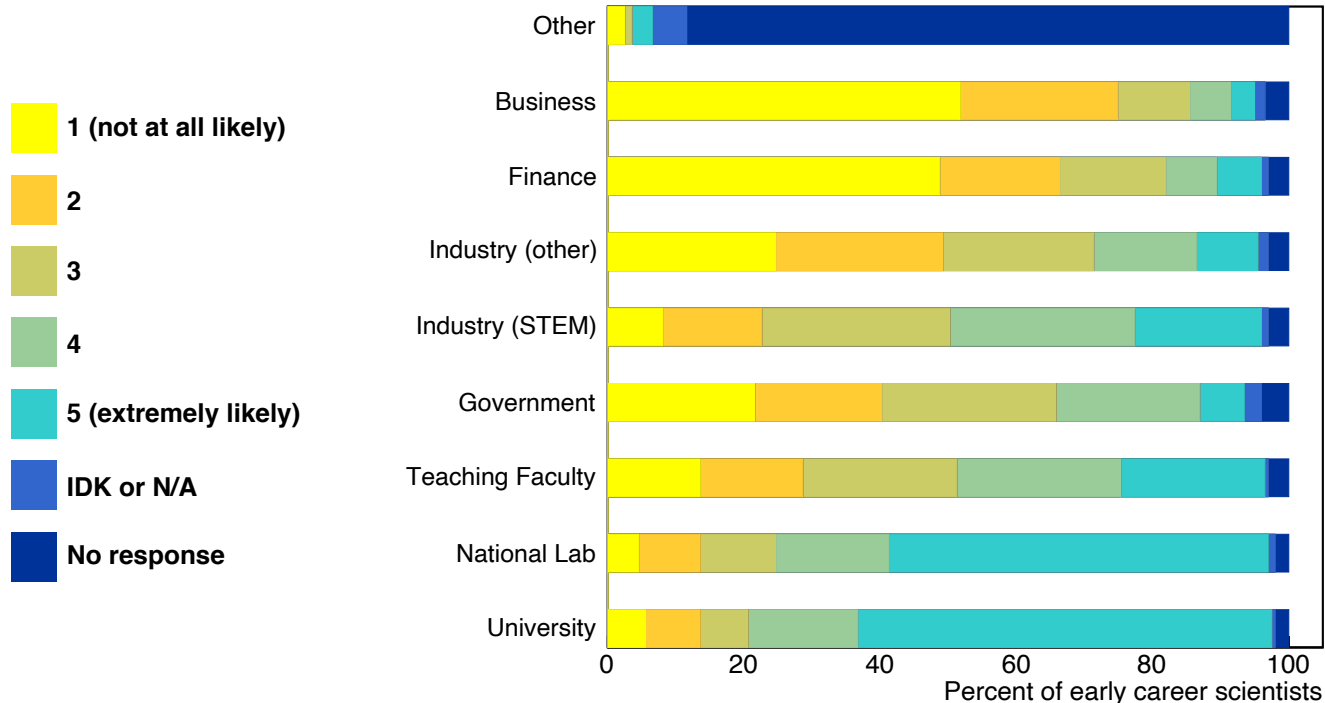
What are your current career plans?



Early Career: A Preference for Academia

- Of those currently applying or planning to apply for jobs, academia is strongly preferred.

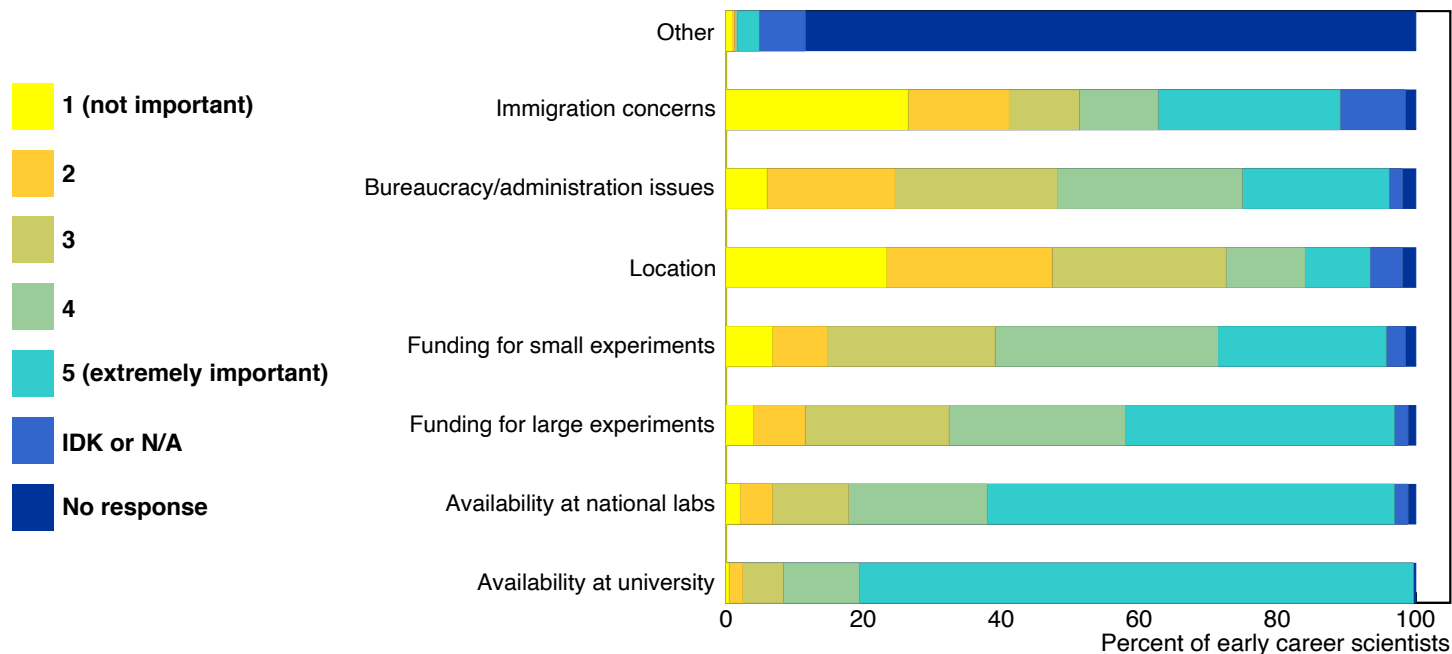
Please indicate how likely you are to apply for jobs in the following sectors



Early Career: Academic Career-Related Concerns

- Respondents were most concerned about the availability of academic jobs.
- Funding and immigration were also major concerns.

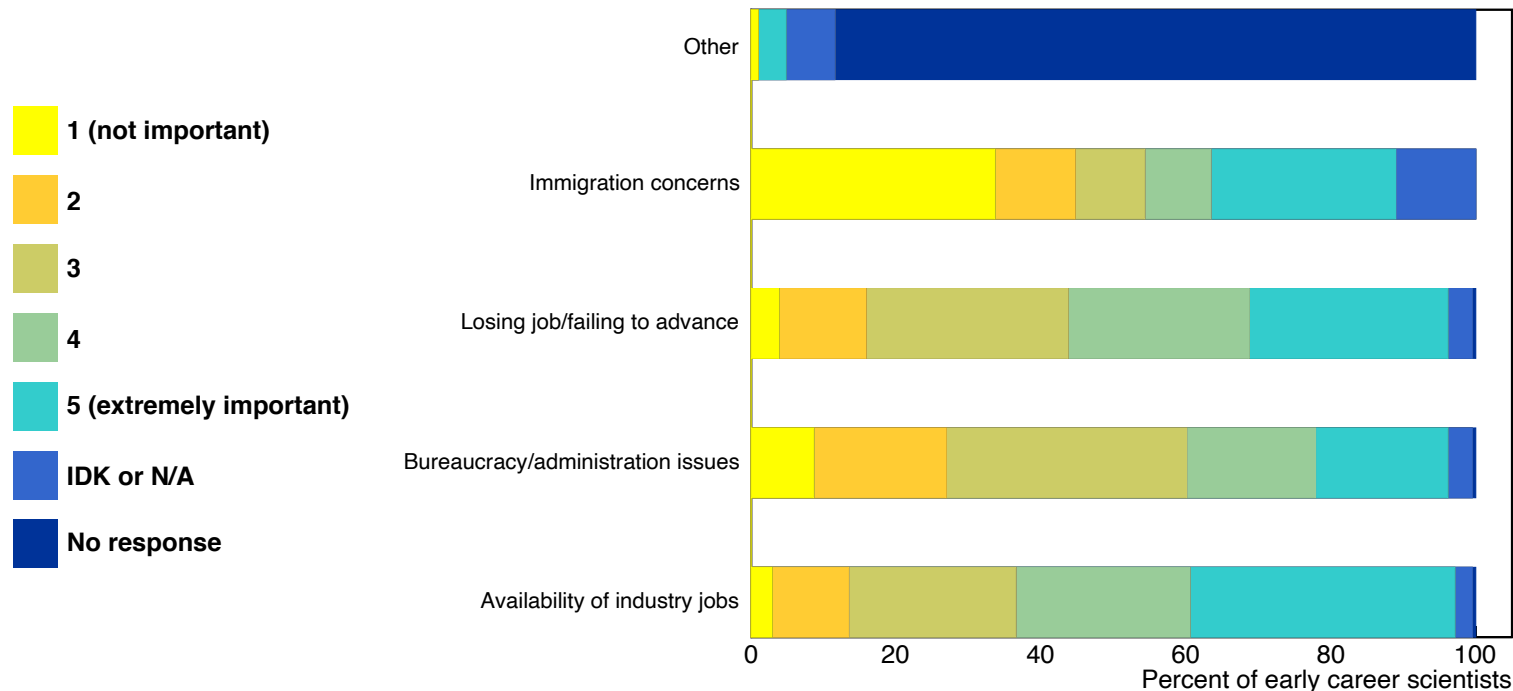
Please indicate which of the following career-related concerns you find the most important to you and your future in HEPA.



Early Career: Industry Career-Related Concerns

- Concerns about industry jobs were more varied.

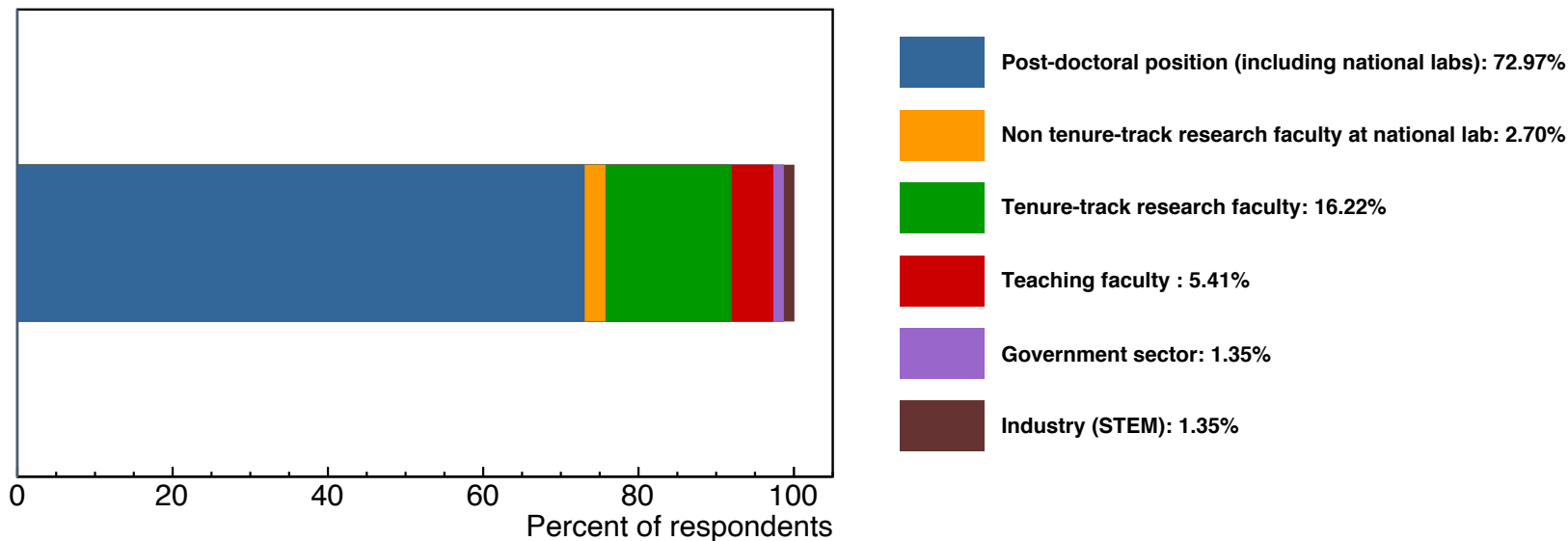
Please indicate which of the following career-related concerns you find the most important to you and your future in industry.



Early Career: Industries of Accepted Job Offers

- Of those that accepted (or plan to accept) a job offer, the vast majority did so in academia.
- 73% of accepted jobs are postdocs

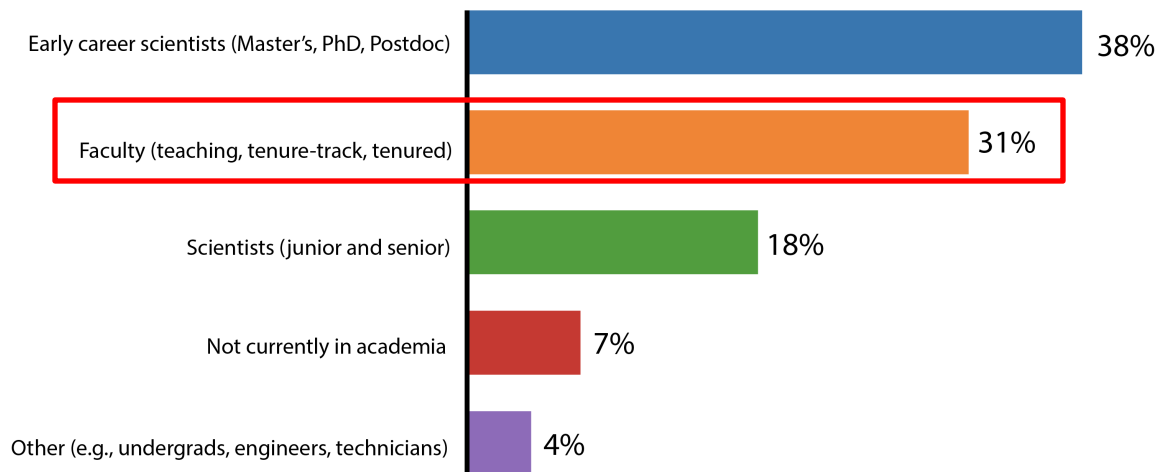
What sector did you accept or plan to accept an offer in?



Faculty

- Includes tenured, tenure-track, retired and teaching faculty
- 31.3% of all respondents
- 2/3 are tenured
- 68.8% work in the U.S.

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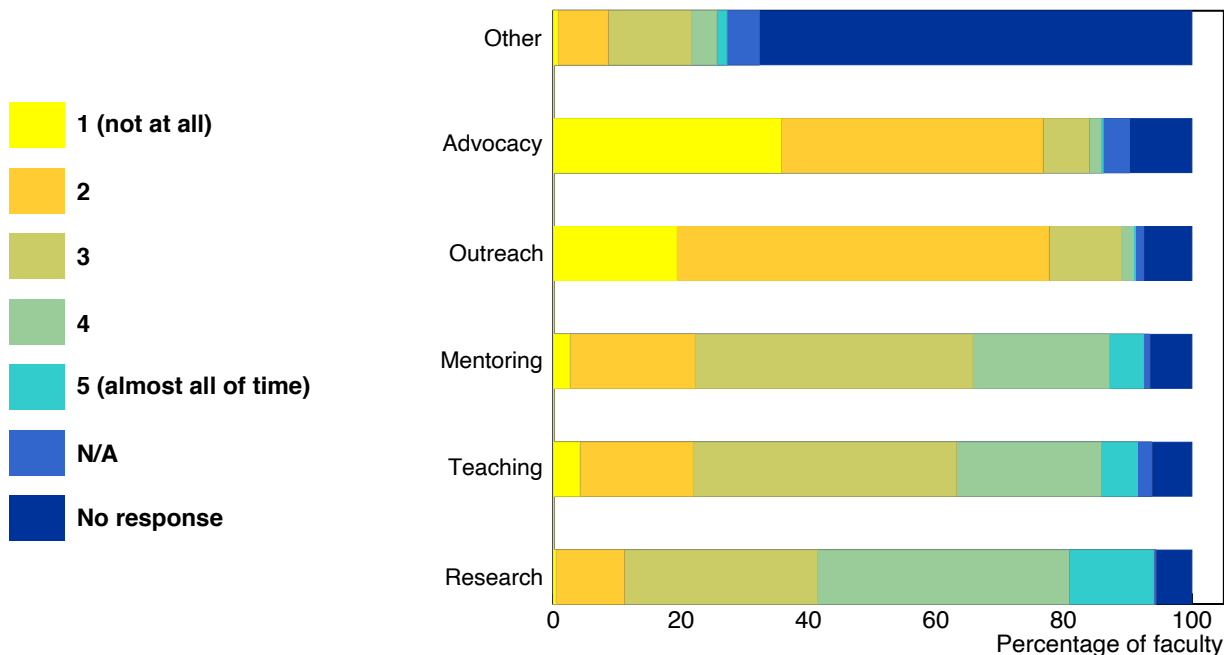


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Faculty: How Time is Spent

- Faculty spend most of their time on research.
 - Followed by mentoring and teaching.
- Little time is spent on advocacy or outreach.

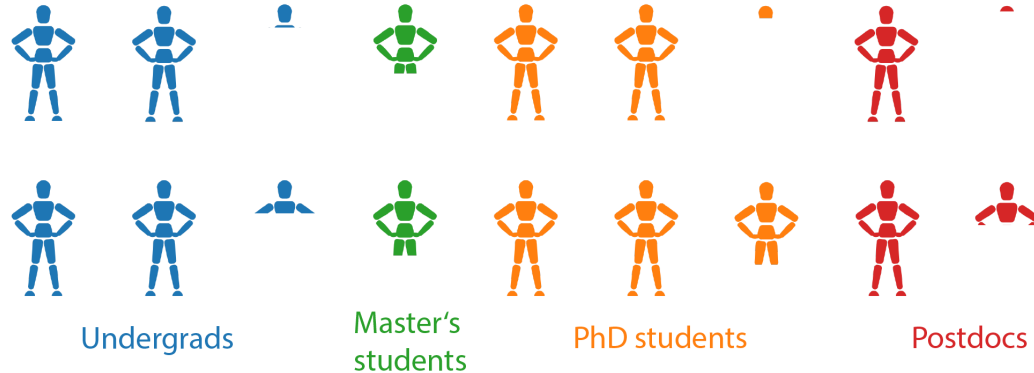
On average, how much time do you spend on the following career-related items over the course of a year?



Faculty: Mentoring

- Tenured faculty had slightly larger research groups.
- Few master's students in groups
- 61% of faculty financially compensate their undergraduate students.

Average number
of students and
postdocs in faculty
research groups



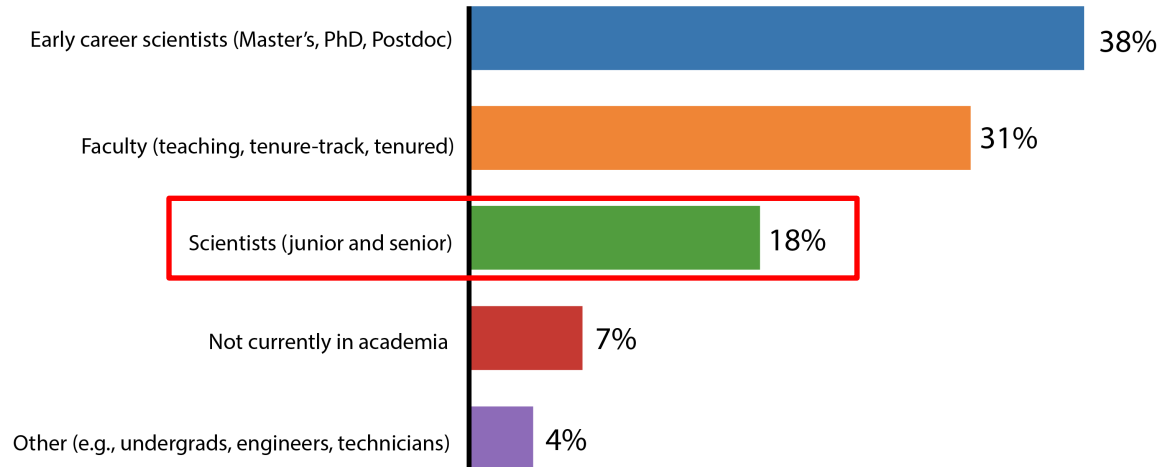
Tenure-track faculty

Tenured faculty

Scientists

- 18% of all respondents
- 46% are scientists, 54% are senior scientists
- 69% work in a national lab (including outside the U.S.)
- 30% have experience outside of academia.

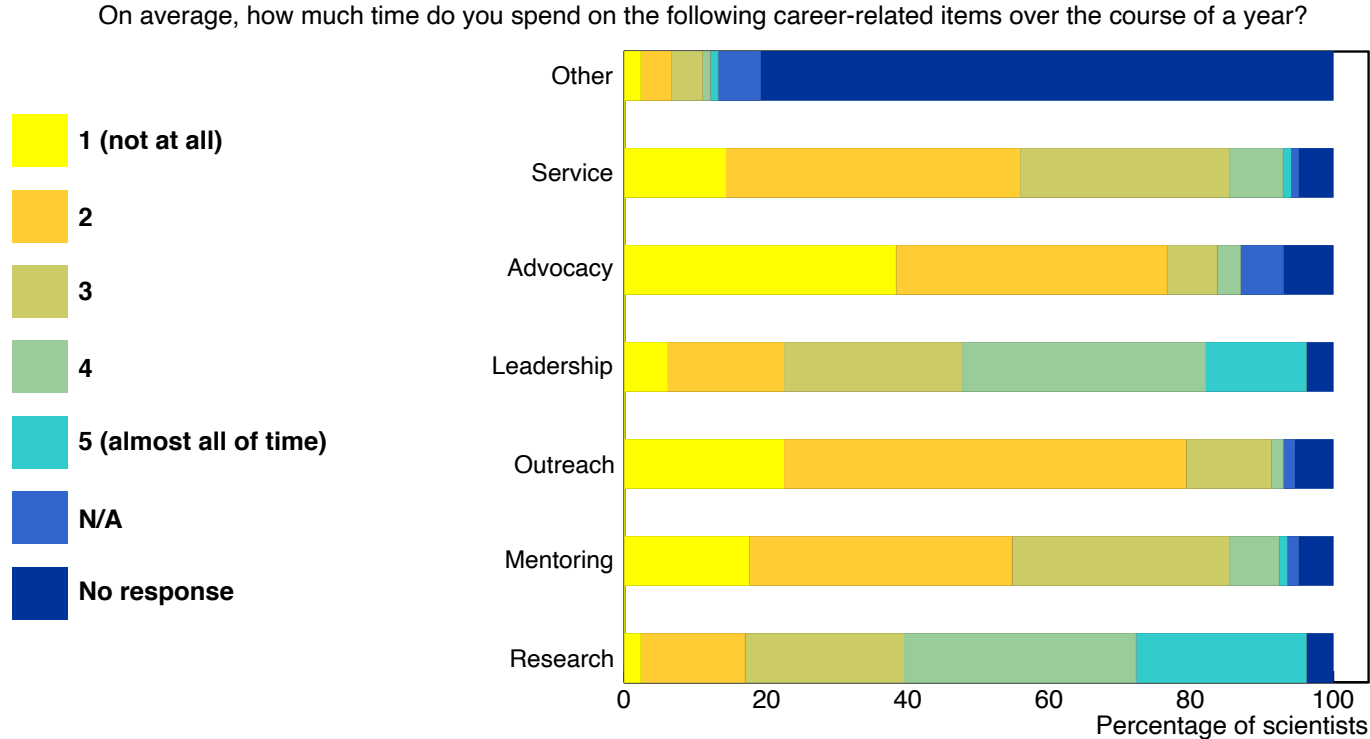
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Scientists: How Time is Spent

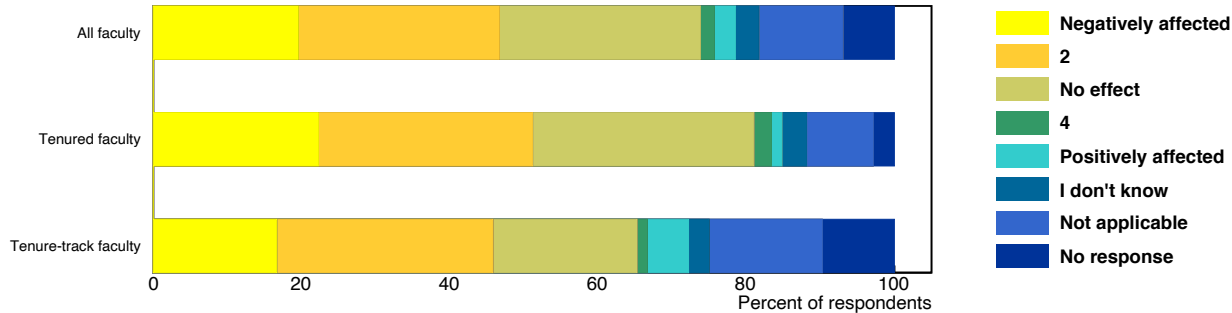
- Scientists spend a majority of their time on research and leadership.



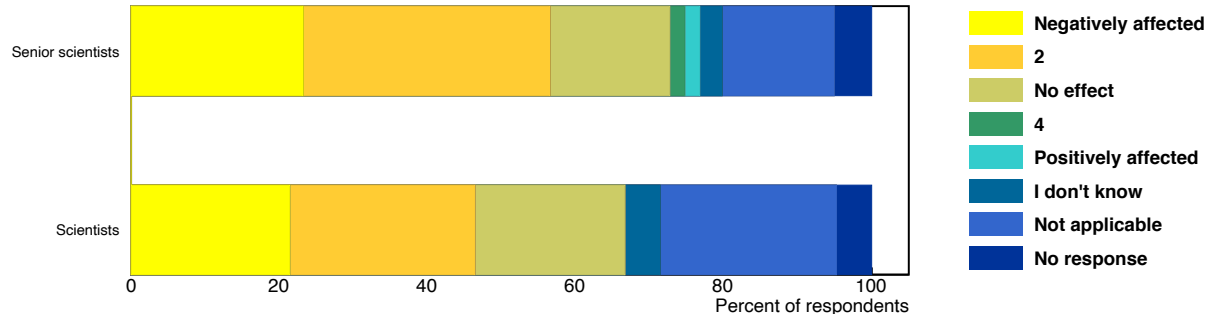
Hiring and Visas

- Both faculty and scientists reported being negatively affected by past and present U.S. policies on visas.

Since you started taking part in hiring decisions, have past or present U.S. policies on visas affected your ability to hire talented individuals? (Faculty)



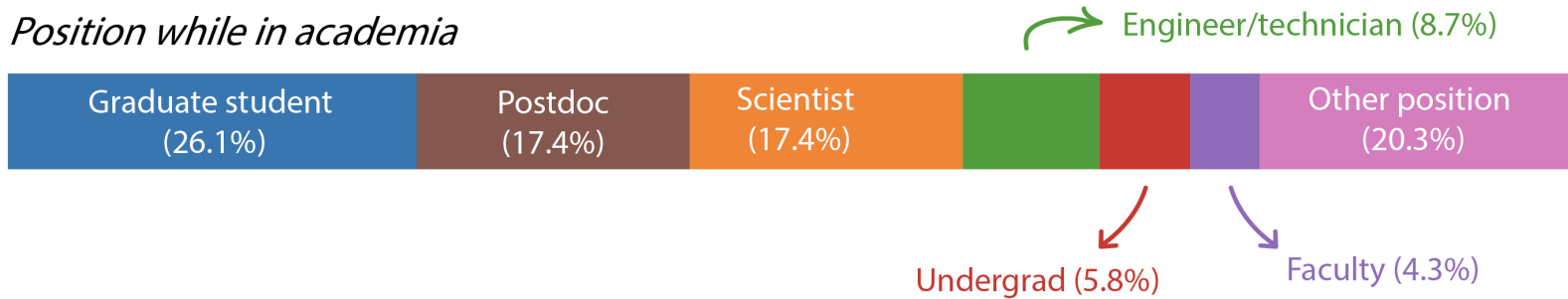
Since you started taking part in hiring decisions, have past or present U.S. policies on visas affected your ability to hire talented individuals? (All scientists)



Outside of Academia

- 7% of all respondents work outside of academia.
- Of those employed, half attempted to find an academic job.
- 24% left academia within the last year.

Position while in academia



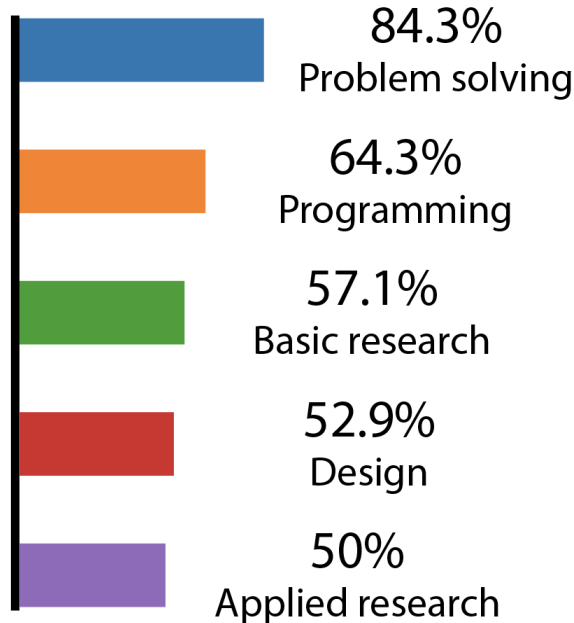
Current position



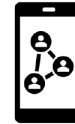
Outside of Academia

- Respondents use several skills obtained in academia.
- Extensive use of internet resources to obtain a job

Percentage of respondents indicating a skill is valuable to their job.



Resources used to find a job outside of academia.



65.1%
Networking/LinkedIn



36.5%
Coworkers



19%
Internships/training
programs



12.7%
Career fairs



12.7%
Seminars/webinars



23.8%
Other resource

Summary

- We surveyed people at various stages in their career, both inside and outside of academia.
- This presentation covers some highlights of career information obtained in the survey.
- The [survey report](#) provides much more detail.
- Career information is intended to be helpful especially for early career scientists.
 - In particular, the opportunities and challenges early career scientists face
- See also Erin Conley's and Josh Barrow's presentations.